

April 2016

THE MINUTEMAN

The Monthly Newsletter of the Texas Army National Guard Recruiting & Retention Command



TXARNG LEADS OPAT TRAINING

46 states receive their official introduction to the OPAT

RSP SOLDIER AWARDED AS HONOR GRADUATE

PFC Perez takes top honors at 15P course

UIL PROVIDES VALUABLE EXPOSURE FOR TXARNG

Sponsorship improves visibility and relationships with key constituencies

LETTER FROM THE COMMANDER



"The Three Tenet Mission"

As we cross over the halfway point of this Fiscal year I ask that all members of REC RET CMD think about the three-tenet mission of Strength Maintenance.

Every member of this command is either missioned, or in direct support of those who are missioned to achieve recruiting, retention and attrition management. It is important that we embrace all tenets including RSP training equally because readiness is directly dependent on all three.

Achieving recruiting missions is vital to ensuring our units receive the right Soldiers at the right time in the right MOSs.

To maintain readiness, we need to retain quality Soldiers; which makes our recruiting job easier with less turnover.

Attrition management involves preventing losses as well as ensuring Warriors make it all the way through the training pipeline successfully and have a good battle hand off, fully qualified.

We are doing a great job this year on our Recruiting mission, with the RCT-IST section strongly performing with prior service. Thanks to the hard work of the BSM section, and the return of quantifiable retention missions to RRNCOs, we are now near 100% year to date on our re-enlistment/retention mission.

The third tenet is now where we need improvement and must focus our energy. We are experiencing too many RSP discharges before shipping and at training. This is due to poor management at the team NCOIC and RRNCO level.

It is imperative that NCOICs, RSP NCOs, RRNCOs take ownership of all Warriors; even when the RRNCO has changed out at some point in the pipeline.

Accountability, ship prep, IDT attendance, QC and quality in boots all play a vital role in a strong training pipeline success rate. MEPS and Shipper QC as well as pre-ship checklists and briefings are vital.

The improve TPSR, improve ship rates, improve shipper QC and improve IADT completion I am directing that any RSP discharge or failure to ship result in an event-oriented counseling of the TM NCOIC by the Region 1SG or CDR immediately to find the problem and fix the problem. You are to provide a copy of the counseling to the CSM and RSP SGM. I hold the TM NCOIC responsible for their RSP site and Warriors. I expect NCOICs to hold their RSP NCO and RRNCO accountable.

Along these lines, effective on 1 April 2016 I have signed an Additional Duty Appointment memo for the BN OPS & Training SGM adding the responsibility as the State RSP SGM. SGM Thetford now has proponent responsibility for the TXARNG RSP Program and RSP NCOIC SFC Rodgers.

The mission for the Regions, Teams, S3, MEPS and RSP program is clear: Achieve and maintain ARNG RSP standards in all areas. In other words, achieve a 'Green' status in all RSP areas to meet ARNG/DPRO standards.

We are a better and more effective organization when we balance and perform all of the three SM tenets successfully, and we are also able to ensure our Soldiers and units are ready to perform there mission when called upon.

Thank you for upholding our standards and keeping Texas Strong!

LTC August T. Murray, Ph.D.
Commander, REC RET CMD
Texas Army National Guard

PROMOTIONS AND BADGES



PROMOTIONS:

- SFC Eric Strelsky – Marketing NCOIC
- SSG Isaac Casso – Team 16, Region IV



EXPERT BADGE AWARDED:

- SFC Ronald Von Theumer – Team 1 Region I
- SFC Chaz Patterson - BSM
- SFC Sefo Fanene - Team 8, Region II
- SSG James Grintz - Team 6, Region II



SENIOR BADGE AWARDED:

- SGT Jimmy Barber - Team 1, Region I

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AROUND THE S



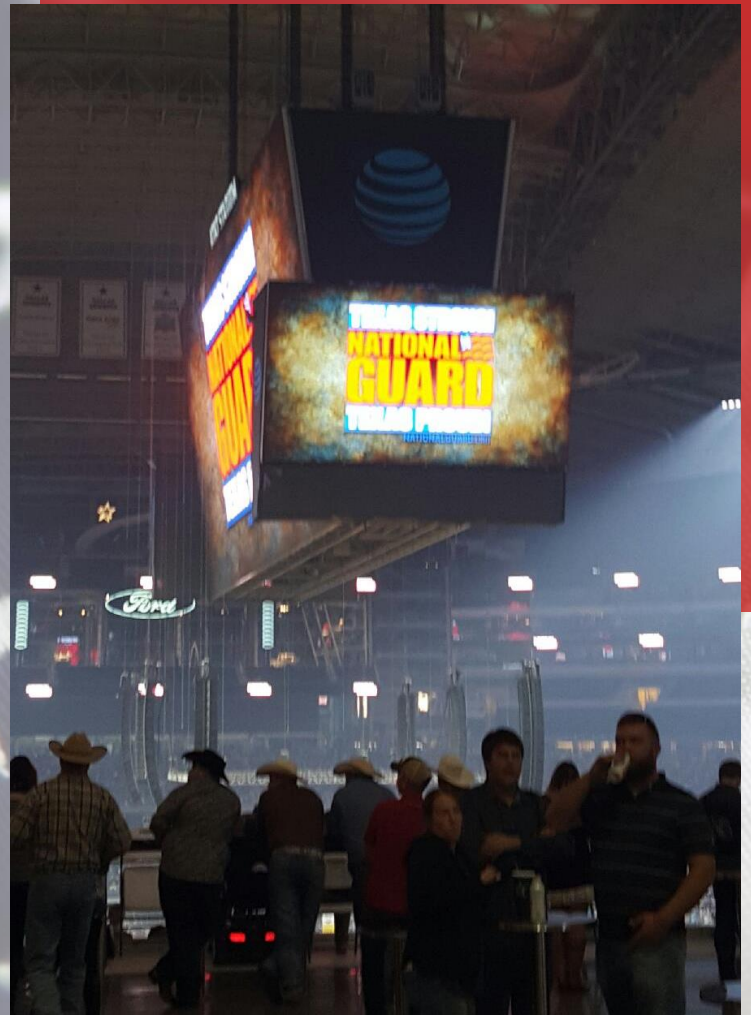
Region IV, Team 16 – Laredo, Texas

Time's march has yet to diminish the singular majesty that is the hallmark of the spectacular Washington's Birthday Parade. Spectators arrive early to join the generations who camp out along the parade route, observing time-honored traditions. A dazzling array of floats, bands, clowns, acrobats, dancers and military units travel through historic downtown Laredo, thrilling crowds of all ages. Honored guests and dignitaries.

Soldiers of team 16 participated in the Washington's Birthday Celebration and parade. It is the oldest celebration in the United States honoring the first president of our country, George Washington. Done with international flair, the WBCA and the City of Laredo hosts a party with 28 events in 32 days. An incredible air show, a carnival with exhilarating rides, lavish pageants depicting our country's early history, the one and only award winning Jalapeño Festival, one of the country's truly international parades, and a beautiful fireworks display are but a few of the events enjoyed by the citizens of Laredo.



Region I, Team 2 – Arlington, Texas. MSG Walter and Team 2 represented TXARNG Recruiting Retention Command at the The Professional Bull Riders Built Ford Tough Series Iron Cowboy VI.





Region III, Team 10 – Harris, Texas.

SPC Fullmighter (right) with TXARNG Recruiting and Retention Command attended the Summer Creek High School College Fair. Many students had the opportunity to visit with her and learn about our amazing college benefits.

Billboard Sighting!

This billboard, featuring our very own SGT Jordan was spotted just outside Houston, Texas. This is one of many that will be displayed across the state. Photography and design by Steve Johnson.





TEXAS STRONG SPOTLIGHT



Region IV, Team 15 - San Antonio Texas

PFC Perez is being recognized for achieving Honor Graduate at the 15P course and maintaining a high APFT score.

Sarah is a sophomore at Northwest Vista College, she enlisted March 20, 2015 into the Texas Army National Guard. She shipped to Ft. Sill, Oklahoma on September 15, 2015, and attended training as a 15P Aviation Operation Specialist at Ft. Rucker, Alabama. Now that she has completed training her plan is to return to Texas to continue college at Northwest Vista.

While attending Northwest Vista College she was a member of the women's basketball team as well as an ROTC student.

According to Sarah "I joined the guard instead of the other branches of service because I liked the idea of being able to serve my country as well as my community and state". We are excited about Sarah's future in the TEXAS ARMY NATIONAL GUARD – Texas Strong, Texas Proud.

Name: Sarah F. Perez

Home Town: San Antonio, TX

Age: 21

Current school attending:
Northwest Vista College.

EDUCATION CENTER OF THE MONTH



The Minuteman



Camp Mabry, Austin - For the month of March, the TXARNG Education Office has been selected by National Guard Bureau as the Education Center of the Month. Selection for this title recognizes the marketing and outreach efforts of the selected Education office. The core competency of the TXARNG Education Office is to provide outstanding customer service. This is defined as timely processing of actions, timely response to inquiries, and active communications across multiple channels. Most members do not know all of the benefits and programs that are available to them beyond GI Bill or Tuition Assistance. The TXARNG Education Office provides information and resources to members about scholarships, grant programs, and other opportunities by partnering with external agencies such as state and national Institutions of Higher Learning, Texas Workforce Commission, and Texas Veterans Commission.

All TXARNG members are encouraged to attend the upcoming Education Fair also scheduled during the Texas Military Department Open House at Camp Mabry, Austin, TX on April 16-17, 2016 from 0800-1600hrs each day. The Education Fair will feature food, games, and prizes for children and adults of all ages. On the ground will be representatives from a few military friendly schools there to provide information on their programs. Guidance counselors and Incentives auditors will also be providing counseling and information to members. For more information, please visit:

<https://www.facebook.com/TexasArmyNationalGuardEducation>

TXARNG LEADS OPAT TRAINING

46 STATES RECEIVE THEIR OFFICIAL INTRODUCTION TO THE OPAT



CSM Kristopher Dyer, Recruiting and Retention Command Sergeant Major provides a local orientation brief to Guardsmen from across the nation prior to OPAT training at Camp Mabry, Texas.

CAMP MABRY, Texas - In March, Soldiers from 46 different states converged on Camp Mabry for their official introduction to the OPAT, or Occupational Physical Assessment Test. The three day 'train the trainer' course consisted of two days of physical instruction and event practice, followed by one day of classroom instruction. The OPAT is designed to be both gender and age group neutral, assessing the actual physical readiness of new recruits before they report to basic training.

"The Occupational Physical Assessment Test is a series of physical performance tests used to assess a soldier's physical capabilities. That provides a measurement of upper and lower body muscular strength, endurance, power output and aerobic capacity," said Staff Sergeant Ryan Hammett, one of the Non-commissioned officers administering the classes. "The standards are not adjusted for age or physiological differences between males and females, so everyone is on the same standard across the board."

However, it's important to differentiate the OPAT from the current Army Physical Fitness Test. The OPAT is not replacing the APFT, it is meant for a different purpose according to Hammett:

"The APFT is a Commanders tool to gauge the physical fitness of already assessed soldiers in his unit, whereas this (OPAT) is assessing the warrior's physical capabilities before they even report to basic training. Basic training for combat MOSs has about a 30 percent attrition rate from injuries, because the soldiers are not physically ready to go to that level of training, this is going to help identify those physical deficiencies before they are injured."



Soldiers practice their technique, both in execution and grading of the standing long jump exercise during OPAT training at Camp Mabry, Texas.



Image by TRADOC. Posted in Army Operating Concept, Army Profession, Army Warfighting Challenges, Building The Army, Developing the Army, Featured, Frontpage, Leader Development, NCO education, Soldier 2020, Straight from the CSM, TRADOC CSM, Uncategorized

This new training failure mitigation effort is critical to the strength mission of the Texas Army National Guard and the Army as a whole, as the percentage of adolescents aged 12–19 years who were obese increased from 5% to nearly 21% between 1980 and 2012, according to CDC studies. Studies also show that obesity leads to an increased risk of health problems such as heart disease, type 2 diabetes, stroke, several types of cancer, and osteoarthritis, all of which can directly affect soldier and unit readiness.

“If you think about the ASVAB as a requirement to join the military, this is the physical piece versus the cognitive,” said National Guard Branch Accessions Branch Chief, Lt. Col. Bruce Delaporte. However, Lt. Col. Delaporte is quick to add that this isn’t an attempt to keep women out of combat arms MOSs:

“This is all about the betterment of the quality of soldier, regardless of gender, regardless of age. The OPAT is given at one standard, and is designed to ensure we have the right soldier in the right MOS.”



National Guard Soldiers practice the OPAT “Beep Test”, running a 20 meter span timed to a recorded series of beeps that progressively become closer together, requiring them to run faster.

UIL BASKETBALL TEXAS



San Antonio, Texas - This year's University Interscholastic League (UIL) Basketball State Championship Tournament was sponsored in part by Texas Army National Guard. For two weekends, TXARNG Recruiters engaged student athletes, coaches, and family members with an exciting vertical jump contest and informative discussions on the benefits offered by the National Guard. With a total attendance of 122,305, the Texas Army National Guard demonstrated commitment to education and community to school districts from all across the state.

The UIL was created by The University of Texas at Austin to provide leadership and guidance to public school debate and athletic teachers. Since 1910 the UIL has grown into the largest inter-school organization of its kind in the world. By partnering with the only governing body for Texas Public School extracurricular activities, the TXARNG has an excellent opportunity to improve its visibility and relationships with key constituencies such as parents, coaches, and high school students.

In addition to the state basketball tournament, TXARNG has also sponsored the state academic, band, and football programs and will continue to maintain a positive presence in our community and build relationships with parents, coaches, administrators, and our future guardsmen.



STATE CHAMPIONSHIP



San Antonio, Texas - TXARNG Recruiters and Marketing Staff hosted a fierce vertical jump competition where coaches, players and fans tested their skills between games. Top left: Cody from Livingston Texas hits 11! Middle: School spirit from Happy, Texas. Bottom: The ladies of the East Chambers Cheerleading Squad stopped by to break the overall record with an 11.7. Above: In this video, Jeffrey, a student from Chireno ISD cleared 10.5 feet while his classmates cheered him on!



APRIL

- 1 All RGNs 2nd QTR PRB
- 2 TM 14 NEISD Land Nav & Orienteering JROTC Competition
- 2-3 36th ID / 71st TC IDT
- 2-3 TM 11TX Independence Relay Clear Falls HS
- 4 AGR RRNCO Board
- 4 BSM Telecon
- 5 OPS Cal Scrub 1400
- 5 RGN IV MEPS New RRNCO TRX 1300
- 5 RSP Telecon South
- 5-7 Command and Staff – FY 17 Assignments Board
- 6 TM 12 Hump Day on the Hill PV A&M
- 6 TM 1 Tarleton State Scholar
- 6 TM 5 TWC Job Fair
- 6 TM 5 Mountain View College Fair
- 7 San Antonio MEPS QTRLY IRC 1100
- 7 TM 7 Arlington College Fair
- 7 TM 5 Brookhaven College Spring Career Fair
- 7 TM 15 McCollum HS CTE Career Fair
- 8 Dallas MEPS QTRLY IRC 1100
- 8 TM 12 NG Call of Duty Tournament Open House SFRO
- 8-10 2nd QTRLY Challenge @ Gaylord Texan
- 8-17 TM 12 Montgomery County Fair & Rodeo Conroe
- 9 TM 2 Lake Ridge JROTC Ball
- 9 TM 16 South Texas Mud Run
- 9 TM 14 Battle for the Monument Cross Fit Event
- 9-23 WOB TRX 14 Days Annual Training (Fort McClellan, AL)
- 11-13 NGB Visit
- 12 BSM Telecon
- 13 RSP Telecon North
- 14 RSP Telecon South
- 14 TM 14 NBHS Career Fair
- 14 TM 12 Katy Taylor HS Financial Aid Night
- 14-15 AGR RRNCO Hiring Board – Camp Mabry
- 15 TM 15 McCollum HS CTE Career Fair
- 15 TM 15 John Jay College & Career Fair
- 16 TM 16 South Texas Mud Run
- 16 TM 6 - Little Elm Car Show
- 16 TM 11 CCISD JROTC Corps Day
- 16 TM 5 Irving Marathon
- 16-17 RRC IDT
- 16-17 TM 12 RSP Visit – SFC Rodgers & SSG Whitney
- 16-17 TM 5 RSP Visit – SFC Pearson & SSG Hammett
- 16-17 TM 10 Pasadena Gun Show
- 18 TM 2 Criminal Justice Fair UTA
- 18 TM 9 Spend the Night with the Corps
- 19 OPS Cal Scrub 1400
- 19 RSP Telecon North
- 19 BSM Telecon
- 19 TM 3 Canutillo HS Career Fair
- 20 RSP Telecon South
- 20 TM 16 School District Career Fair TAMIU
- 23 TM 2 Legacy JROTC Ball
- 23 TM 9 KFHS Criminal Justice Club Fun Run
- 25 TM 16 CC Career Fair
- 26 TM 16 KIII TV South TX Event
- 26 TM 13 Pflugerville District FFA Convention
- 26 BSM Telecon
- 26 RSP Telecon North
- 26 TM 6 Fannin County HS Career Fair
- 27 TM 1 Snyder HS Career Fair
- 28 TM 12 Berry Center Career Day
- 28 TM 15 John Jay College & Career Fair
- 29-30 TM 14 Comal County Crawlfeet

MAY

- 1 TM 12 Lock-In with the Guard Rosenberg
- 2 TM 13 Jarrell FFA Banquet
- 2-3 TM 9 Multicultural Fest NAC
- 3-4 Command and Staff
- 3 National Day of Prayer – Camp Mabry BLDG 8
- 3 OPS CAL Scrub 1400
- 3 RSP Telecon South
- 3 BSM Telecon
- 4 TM 11 Guard Ex Rosenberg
- 4 TM 5 Job Fair
- 4 RSP Telecon North
- 5 TM 9 Cinco de Mayo Festival BCS
- 6 TM 16 RGV Hiring Event
- 8 Mother's Day
- 10 TM 6 Job Fair
- 10 RSP Telecon North
- 10 BSM Telecon
- 11 RSP Telecon South
- 11 TM 12 Gamer Night SFRO
- 13 MEPS Mission Day
- 13 Best Warrior Banquet – Camp Mabry
- 12 ADOS Packets Due
- 12 TM 16 Blood Drive and Recruiting
- 14-15 JFHQ IDT
- 17 OPS Cal Scrub 1400
- 17 RSP Telecon North
- 17 BSM Telecon
- 18 RSP Telecon South
- 19 TM 14 San Antonio Veteran's Career Fair
- 20-22 TM 10 Pasadena Strawberry Festival
- 21 TM 16 Alamo Watermelon Festival
- 21-22 RRC IDT
- 21-22 RSP Visit – TM 9 - SFC Rodgers & SSG Whitney
- 21-22 RSP Visit – TM 1 – SFC Pearson & SSG Hammett
- 24 RSP Telecon North
- 24 BSM Telecon
- 24-26 TM 3 Command Visit
- 25 RSP Telecon South
- 28 TM 10 ATHS Project Grad
- 28 TM 10 Summer Creek HS Project Grad
- 30 Memorial Day
- 31 OPS Cal Scrub 1000

Texas Recruiting And Retention Command CALENDAR OF EVENTS

R&R/ BSM POCs

Commander
LTC August T. Murray
(512) 782-1383

Executive Officer
MAJ Jim Carney
(512) 782-5404

Command Sergeant Major
CSM Kristopher Dyer
(512) 782-5163
BSM SGM

SGM Richard Grantham
(512) 914-4889
BSM SGM

SFC Eric Larsen
(512) 782-5876
R&R

SFC James Banks
(512) 9641361
TRP CMD / JFHQ / 36ID

SSG William Corcoran
(512) 538-4841
HQ 56th IBCT

SFC William Pyles
(512) 608-2594
HQ 56th IBCT

SSG Bryan Calhoun
(210) 787-9127
HQ 71st BFSB

SFC Craig McCarty
(512) 565-8849
HQ 176th EN BDE

SFC Chaz Patterson
(254) 424-1039
36th SUS BDE

SSG Jimmy Smith
(512) 782-3847
HQ 72nd IBCT

SFC Richard Amundson
(512) 653-5691
HQ 36th CAB

SSG Tracy Christoff
(512) 431-5689
136th MEB